Saskatchewan
Human Resources,
Labour and
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Non-Wage Provisions in Saskatchewan Collective Agreements, 1990

Saskatchewan

Non-wage Provisions in Saskatchewan Collective Agreements 1990

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Foreword

This 18th annual publication provides current information on selected non-wage provisions in collective agreements which fall under provincial jurisdiction. The study is based on agreements filed between September 1989 and September 1990.

Although the analysis is primarily designed to be of interest to employer and labour negotiators, it may also interest those concerned more generally with provincial industrial relations.

The report is intended to be timely, impartial and comprehensive, and comments and suggestions from users are welcomed.

The department appreciates the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This annual publication analyzes selected non-wage provisions in collective agreements which are filed with Saskatchewan Human Resources, Labour and Employment under the terms of *The Trade Union Act.*

The report includes a summary of prevalent provisions and trends and the detailed data tables are divided into 16 major provision sections. Three appendices provide definitions by provision field number, a provision index by section, and a list of agreements included in the study.

The data in the tables are presented in two ways - the number and per cent of agreements containing each provision, and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions. If the two percentages are substantially different, the bargaining unit size is usually a major factor. For example, when the percentage of agreements is considerably higher than the percentage of employees, this is an indication that the provision is more prevalent in small bargaining units. If the percentage of employees is higher, then the provision is more popular in large units.

Statistics on average negotiated wage settlements in Saskatchewan collective agreements are published quarterly in the Department's "Labour Report."

Inclusions and Exclusions

The 150 agreements in this sample study were randomly selected from agreements filed between September 1989 and September 1990. The selected agreements had expiry dates beyond July 31, 1989 and covered at least five full-time employees. More than half of the agreements filed during the reference period are included in the sample.

Excluded from the analysis are agreements under federal jurisdiction and teacher agreements which are covered by *The Education Act.*

The following tables show that the industry distribution of the agreements in the sample (Table A) is fairly representative of the industry distribution of all agreements in effect at December 1990 (Table B). A list of agreements included in the sample can be found in Appendix C.

Table A
Industry Distribution of Agreements in the 1990 Sample

Industry	Agreements		Number of employees			
	Number	Percent	Full-time	Part-time	Total Number	Percent
Manufacturing	34	22.7	1,096	43	1,138	6.6
Educational service	24	16.0	1,328	496	1,824	10.6
Health and social service	22	14.7	1,647	1,304	2,951	17.1
Government service	18	12.0	1,835	197	2,032	11.8
Retail trade	14	9.3	1,108	2,232	3,339	19.4
Mining	12	8.0	1,997	40	2,037	11.8
Wholesale trade	7	4.7	543	61	604	3.5
Other service	6	4.0	166	41	207	1.2
Business service	3	2.0	45	4	49	0.3
Communication/other utilities	3	2.0	2,261	103	2,363	13.7
Finance/insurance/real estate	2	1.3	155	47	202	1 2
Accommodation/food/beverage service	2	1.3	67	149	216	1.3
Transportation/storage	2	1.3	27	32	59	0.3
Construction	1	0.7	34	159	193	1.1
Total	150	100.0	12,310	4,905	17,215	100.0

Table B
Industry Distribution of All Agreements* in Effect at December 1990

Industry	Agreements		Total employees	
	Number	Percent	Number	Percent
Manufacturing	141	23.0	8,200	9.7
Health and social service	85	13.8	26,154	31.1
Government service	76	12.4	16,942	20.1
Educational service**	69	11.2	7,580	9.0
Construction***	56	9.1	2,541	3.0
Other service	42	6.8	705	0.8
Retail trade	38	6.2	6,170	7.3
Wholesale trade	30	4.9	1,394	1.7
Accommodation/food/beverage service	24	3.9	1,182	1.4
Mining	18	2.9	3,054	3.6
Communication and other utilities	8	1.3	7,319	8.7
Business service	8	1.3	489	0.6
Finance/insurance/real estate	8	1.3	1,790	2.1
Transportation/storage	8	1.3	446	0.5
Logging/forestry	2	0.3	219	0.3
Agriculture and related service	1	0.2	9	0.0
Total	614	100.0	84,194	100.0

* Excludes federal jurisdiction agreements.
** Excludes teacher agreements.
*** The number of employees covered for most construction agreements is not available.

Limitations

(a) The agreements analyzed in annual studies since 1984 comprise only a sample of all agreements filed during the reference period of each study. The smaller sample size in these studies may therefore produce trend discrepancies for some provisions. For example, one or two agreements in the sample covering large numbers of employees would skew the per cent distribution of employees in their favour. The trend fluctuations for low-frequency provisions may also be due to the sample size.

(b) Because some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied. This is particularly evident when analyzing provisions for part-time workers because agreements are often unclear in this area. As a result, we code the existence or application of these provisions only if specifically mentioned or clearly implied.

(c) Agreements do not always contain references to every condition of employment in the workplace. This is especially evident in health and welfare provisions where insurance and pension plans may exist without being mentioned in the agreements filed.

(d) Agreements occasionally contain provisions which vary during the term of the agreement (e.g., length of service for vacation) or by type of employee, occupational classification or by a number of other factors. Some fields contain coding options which indicate these variances. Otherwise, the provision affecting an identifiable majority of employees in the unit is coded.

Summary of Prevalent Provisions and Trends

(a) Hours of Work

The typical organized non-office worker in Saskatchewan in 1990 works 40 hours a week while the average organized office worker works less than 38 hours a week. The regular work week for many of these workers includes night work, weekend work, a compressed hours of work schedule, consecutive days of rest, and two daily 15-minute rest periods.

Recent trends: Compressed work-week schedules are becoming increasingly popular.

(b) Overtime and Premium Pay

The majority of organized workers are currently paid double time for working overtime after daily or weekly hours, including days of rest and holidays, and are often guaranteed a minimum of at least two hours' overtime pay if called back to work after they have left the workplace. Progressive rates are also popular, particularly time and one-half increasing to double time after three or four hours of overtime. Higher-service pay (for temporarily doing the work of a higher-paid position) is commonplace as are shift differentials which are frequently in the range between 60 and 69 cents per hour.

Recent trends: There is a current trend away from progressive rates towards straight double time for overtime after daily hours, and a trend away from double time towards progressive rates for overtime on days of rest and holidays. Minimum overtime call-back guarantees have gradually increased from two hours to three and four hours. While stand-by premiums appear to have declined in popularity, Sunday premiums are suddenly popular and are generally $1 or more an hour.

New developments: A few agreements in this year's sample study specified an overtime rate for the midnight shift or on earned-days off and a limited number provided for a Saturday premium or a night-shopping or Sunday-shopping premium.

(c) Holidays and Vacations

The average organized employee gets 11 paid holidays annually. All but a few get Boxing Day and many get Easter Monday. Vacations of five and six weeks are common and the service requirements are frequently less than the traditional requirements of 10, 20 and 30 years for four, five, and six weeks' vacation respectively.

Recent trends: There has been a gradual decline in vacation service requirements. Personal floating holidays are becoming increasingly popular.

(d) Health and Welfare Plans

All but a few organized employees have some form of sickness insurance coverage. The combination of a sick-leave credit plan with a long-term disability plan is currently the most popular type of coverage, followed closely by a stand-alone sick-leave credit plan, then a combination of all three. An annual sick-leave credit of 15 days, with accumulation allowed, is still standard for employees without a short-term plan. With a short-term plan, the standard credit or supplement to cover the waiting period is six days, without accumulation. The typical long-term disability plan has a waiting period of 17 weeks and provides benefits of between 60 and 70 per cent of the employee's regular wage. The typical short-term plan has a maximum duration of 17 weeks with similar benefits. The majority of organized employees have an employer-paid life insurance plan and some form of retirement plan, and a substantial number have employer-paid dental plans. Employer supplements to Workers' Compensation benefits, to 100 per cent of normal salary, are common, with the standard maximum duration of benefits being 52 weeks.

Recent trends: Dental and vision-care plans are showing definite upward trends as are sick-leave credit supplements to short-term weekly indemnity plans. There is a trend away from premium sharing for short-term weekly indemnity plans toward employer-paid premiums. An increasing number of agreements now include provisions for proof of illness which, in most cases, may be required at any time.

New developments: A few agreements provide for an RRSP as a retirement plan.

(e) Leaves of Absence

The average organized employee has access to paid witness or jury-duty leave as well as paid

bereavement leave (at least three days for immediate family, half to one day for other relatives or non-relatives). There is rarely any service requirement for unpaid parental leaves and seniority generally accumulates during the leave. The popular durations available for parental leave are 13 or 26 weeks for adoption leave, 26 weeks for maternity leave, and the legislated six weeks for paternity leave.

Recent trends: Paid bereavement leaves of four and five days are gaining in popularity as are provisions limiting the amount of personal health-care leave. Parental leave provisions are improving in terms of longer durations and reductions in service requirements.

New developments: A limited number of agreements provide for a few days paid leave for paternity, adoption or marriage, and a few provide for supplemented maternity leave. Several agreements allow a limited amount of paid leave for family illness, usually deducted from sick-leave credits, while the odd agreement provides for longer-term, unpaid child-care leave.

(f) **Miscellaneous Provisions**

Most organized employees retain seniority and recall rights for a maximum period of 12 months after layoff, have access to severance pay, and are not covered by a COLA clause. Their agreements usually deal with discrimination, technological change, and occupational health and safety.

Recent trends: Upward trends are observed for three-year agreement terms, residual management rights, restrictions on work by non-bargaining unit employees and on contracting out, and special (lower) wage rates for new or part-time employees, regardless of job classification. There are declining trends in agreement provisions for layoff notice, bumping rights, severance pay, technological change, and lump-sum payments in lieu of wage-rate increases. The gradual trend away from arbitration boards towards single arbitrators continues. Mileage allowances for employees who use their private vehicles for employer business are increasingly supplemented by minimum local trip allowances in the area of $2.50.

New developments: Although still rare, some agreements now include provisions that prohibit discrimination by reason of sexual orientation, sexual preference, or political activity; provide for joint committees on technological change and affirmative action; deal with job-sharing, video display terminals, smoking on the job, and harassment; and, provide for equal pay for equal work regardless of age or sex as well as equal pay for work of equal value or equal worth. It is also noteworthy that out of 150 agreements in this year's study, only 30 were found that specifically state that the agreement continues in effect after expiry until a new agreement is reached.

(g) **Part-time Employees**

Over 4,900 or 28 per cent of the employees covered by the agreements in this year's study were reported as part-time workers, with the most popular types being part-time, temporary, casual and students. Although there were slight improvements this year, the application of working conditions and proration of benefits for these employees is still rarely clear in agreements and often varies by type of part-time workers. From the information available, we can assume that most part-time workers have equivalent probationary periods in relation to hours worked, get rest periods and wage increments based on equivalent hours worked, qualify for overtime pay after exceeding regular full-time hours, and are eligible for prorated sick-leave credits. They are rarely specified in provisions for advance posting of work schedules or shift-change notice.

Data Tables

SECTION 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 12 MONTHS	0	0.00	0	0.00
12 MONTHS	14	9.33	603	3.50
13 - 23 MONTHS	3	2.00	1,405	8.16
24 MONTHS (2 YEARS)	82	54.67	8,219	47.74
25-35 MONTHS	1	0.67	23	0.13
36 MONTHS (3 YEARS)	45	30.00	6,572	38.18
MORE THAN 3 YEARS	5	3.33	393	2.28
T O T A L	150	100.00	17,215	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 25 EMPLOYEES	75	50.00	1,774	10.30
26 - 50	24	16.00	1,346	7.82
51 - 100	20	13.33	2,240	13.01
101 - 200	16	10.67	3,934	22.85
201 - 500	12	8.00	4,728	27.46
501 - 1000	2	1.33	1,433	8.32
1001 - 5000	1	0.67	1,760	10.22
MORE THAN 5000	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

SECTION 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 **MANAGEMENT RIGHTS**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	47	31.33	4,992	29.00
WITHOUT RESIDUAL RIGHTS	61	40.67	3,804	22.10
WITH RESIDUAL RIGHTS	42	28.00	8,419	48.91
T O T A L	150	100.00	17,215	100.00

FIELD 0120 **TYPE OF SHOP**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	3	2.00	460	2.67
UNION SHOP	23	15.33	2,772	16.10
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	43	28.67	5,854	34.01
-WITH RAND FORMULA CHECKOFF	77	51.33	7,964	46.26
OTHER	4	2.67	165	0.96
T O T A L	150	100.00	17,215	100.00

FIELD 0160 **RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	132	88.00	16,161	93.88
CROSS PICKET LINES	12	8.00	870	5.05
HOT CARGOES	3	2.00	124	0.72
BOTH	3	2.00	60	0.35
T O T A L	150	100.00	17,215	100.00

FIELD 0200 AGREEMENT DISTRIBUTION TO EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	106	70.67	11,298	65.63
COST OF REPRODUCTION:				
PAID BY EMPLOYER	8	5.33	926	5.38
PAID BY UNION	2	1.33	35	0.20
SHARED	9	6.00	863	5.01
NOT SPECIFIED	25	16.67	4,093	23.78
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

SECTION 3
EMPLOYEE SECURITY

A. SENIORITY

FIELD 1060 MAXIMUM RETENTION OF SENIORITY/ RECALL RIGHTS DURING LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	19.33	1,723	10.01
LESS THAN 6 MONTHS	1	0.67	162	0.94
6 MONTHS	8	5.33	1,348	7.83
7-11 MONTHS	7	4.67	292	1.70
12 MONTHS	60	40.00	7,478	43.44
13 - 23 MONTHS	8	5.33	784	4.55
24 MONTHS	21	14.00	2,131	12.38
MORE THAN 24 MONTHS	4	2.67	1,076	6.25
MAXIMUM NOT SPECIFIED	7	4.67	1,463	8.50
OTHER	5	3.33	758	4.40
T O T A L	150	100.00	17,215	100.00

FIELD 1070 TIME LIMIT TO EXERCISE BUMPING RIGHTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	100	66.67	9,437	54.82
LESS THAN 5 WORKING DAYS	0	0.00	0	0.00
5 DAYS (1 WEEK)	3	2.00	1,190	6.91
MORE THAN 5 DAYS	4	2.67	159	0.92
NOT SPECIFIED	41	27.33	5,423	31.50
OTHER	2	1.33	1,006	5.84
T O T A L	150	100.00	17,215	100.00

FIELD 1140 MAXIMUM RETENTION OF SENIORITY RIGHTS ON PERMANENT APPOINTMENT TO OUT-OF-SCOPE POSITION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	94	62.67	9,188	53.37
LESS THAN 6 MONTHS	5	3.33	1,190	6.91
6 MONTHS	15	10.00	1,871	10.87
7-11 MONTHS	1	0.67	55	0.32
12 MONTHS	14	9.33	2,392	13.89
MORE THAN 12 MONTHS	2	1.33	239	1.39
INDEFINITE/NO MAXIMUM	15	10.00	2,162	12.56
OTHER	4	2.67	118	0.69
T O T A L	150	100.00	17,215	100.00

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 MINIMUM PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	7	4.67	573	3.33
LESS THAN 60 DAYS	13	8.67	3,308	19.22
60 DAYS (2 MONTHS)	8	5.33	2,549	14.81
61-89 DAYS	9	6.00	741	4.30
90 DAYS (3 MONTHS)	60	40.00	5,140	29.86
91-179 DAYS	16	10.67	906	5.26
180 DAYS (6 MONTHS)	20	13.33	1,733	10.07
181-364 DAYS	5	3.33	881	5.12
365 DAYS (12 MONTHS)	6	4.00	938	5.45
VARIES BY CLASSIFICATION	5	3.33	431	2.50
OTHER	1	0.67	15	0.09
T O T A L	150	100.00	17,215	100.00

FIELD 1505 **PROBATIONARY PERIOD FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED/SPECIFIED	112	74.67	8,741	50.78
EQUIVALENT TO FULL-TIME EMPLOYEES IN HOURS/DAYS WORKED	20	13.33	3,866	22.46
LESS THAN FULL-TIME EQUIVALENT	9	6.00	1,198	6.96
MORE THAN FULL-TIME EQUIVALENT	3	2.00	878	5.10
OTHER	6	4.00	2,532	14.71
T O T A L	150	100.00	17,215	100.00

FIELD 1510 **MINIMUM TRIAL PERIOD ON PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	51	34.00	3,810	22.13
LESS THAN 60 DAYS	32	21.33	4,333	25.17
60 DAYS (2 MONTHS)	12	8.00	3,418	19.85
61-89 DAYS	3	2.00	104	0.60
90 DAYS (3 MONTHS)	35	23.33	3,864	22.45
91-179 DAYS	6	4.00	542	3.15
180 DAYS (6 MONTHS)	8	5.33	826	4.80
181-364 DAYS	0	0.00	0	0.00
365 DAYS (12 MONTHS)	1	0.67	260	1.51
VARIES BY CLASSIFICATION	1	0.67	27	0.16
OTHER	1	0.67	31	0.18
T O T A L	150	100.00	17,215	100.00

FIELD 1520 **NOTICE OF LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	52	34.67	3,624	21.05
LESS THAN LEGISLATION	29	19.33	2,764	16.06
SAME AS LEGISLATION	36	24.00	6,468	37.57
BETTER THAN LEGISLATION	13	8.67	1,257	7.30
STATES 'ACCORDING TO LEGISLATION'	20	13.33	3,102	18.02
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1525 **A) MINIMUM NOTICE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	67	44.67	4,326	25.13
LESS THAN ONE WEEK	2	1.33	338	1.96
1 WEEK	56	37.33	8,569	49.78
2 WEEKS	12	8.00	1,396	8.11
3 WEEKS	3	2.00	1,788	10.39
4 WEEKS (1 MONTH)	8	5.33	711	4.13
MORE THAN 4 WEEKS	2	1.33	87	0.51
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1530 **B) MAXIMUM NOTICE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	65	43.33	4,217	24.50
LESS THAN 2 WEEKS	12	8.00	589	3.42
2 WEEKS	5	3.33	177	1.03
3 WEEKS	3	2.00	295	1.71
4 WEEKS (1 MONTH)	5	3.33	628	3.65
5-7 WEEKS	2	1.33	296	1.72
8 WEEKS (LEGISLATION)	49	32.67	8,311	48.28
MORE THAN 8 WEEKS	2	1.33	193	1.12
STATES 'ACCORDING TO LEGISLATION'	7	4.67	2,509	14.57
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1535 **C) MINIMUM DURATION OF LAYOFF BEFORE NOTICE APPLIES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	133	88.67	14,470	84.05
LESS THAN 6 DAYS	2	1.33	181	1.05
6 DAYS (LEGISLATION)	12	8.00	2,391	13.89
MORE THAN 6 DAYS	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	2	1.33	117	0.68
OTHER	1	0.67	56	0.33
T O T A L	150	100.00	17,215	100.00

FIELD 1540 **NOTICE OF TERMINATION**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	52.67	7,922	46.02
LESS THAN LEGISLATION	30	20.00	2,330	13.53
SAME AS LEGISLATION	26	17.33	4,831	28.06
BETTER THAN LEGISLATION	5	3.33	1,209	7.02
STATES 'ACCORDING TO LEGISLATION'	9	6.00	910	5.29
OTHER	1	0.67	13	0.08
T O T A L	150	100.00	17,215	100.00

FIELD 1545 **A) MINIMUM NOTICE**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	88	58.67	8,335	48.42
LESS THAN ONE WEEK	0	0.00	0	0.00
1 WEEK	34	22.67	5,265	30.58
2 WEEKS	10	6.67	1,529	8.88
3 WEEKS	2	1.33	364	2.11
4 WEEKS (1 MONTH)	16	10.67	1,722	10.00
MORE THAN 4 WEEKS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1550 **B) MAXIMUM NOTICE**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	88	58.67	8,335	48.42
LESS THAN 2 WEEKS	7	4.67	395	2.29
2 WEEKS	7	4.67	675	3.92
3 WEEKS	2	1.33	364	2.11
4 WEEKS (1 MONTH)	13	8.67	873	5.07
5-7 WEEKS	0	0.00	0	0.00
8 WEEKS (LEGISLATION)	32	21.33	6,063	35.22
MORE THAN 8 WEEKS	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	1	0.67	510	2.96
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1560 NOTICE OF LAYOFF OR TERMINATION FOR PART-TIME/NON-PERMANENT EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	96.00	16,716	97.10
PROVISION FOR: LAYOFF NOTICE	2	1.33	228	1.32
TERMINATION NOTICE	1	0.67	35	0.20
BOTH	0	0.00	0	0.00
NOT ENTITLED TO EITHER ONE	3	2.00	236	1.37
T O T A L	150	100.00	17,215	100.00

FIELD 1570 WAGE INCREMENTS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	117	78.00	10,256	59.58
PROVISION	33	22.00	6,959	40.42
T O T A L	150	100.00	17,215	100.00

FIELD 1571 RESTRICTION ON EMPLOYMENT/USE OF PART-TIME WORKERS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	108	72.00	11,760	68.31
PROVISION	42	28.00	5,455	31.69
T O T A L	150	100.00	17,215	100.00

FIELD 1575 RESTRICTION ON LENGTH OF TEMPORARY APPOINTMENTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	118	78.67	12,810	74.41
LESS THAN 6 MONTHS	21	14.00	2,862	16.63
6 MONTHS	2	1.33	407	2.36
7-11 MONTHS	0	0.00	0	0.00
12 MONTHS	9	6.00	1,136	6.60
MORE THAN 12 MONTHS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 1600 ALTERNATE WORK FOR DISABLED OR OLDER EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	111	74.00	10,180	59.13
DISABLED EMPLOYEES	28	18.67	5,507	31.99
OLDER EMPLOYEES	0	0.00	0	0.00
BOTH	11	7.33	1,528	8.88
T O T A L	150	100.00	17,215	100.00

FIELD 1660 RESTRICTION ON WORK BY NON-BARGAINING UNIT EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	94	62.67	10,199	59.24
PROVISION	56	37.33	7,016	40.76
T O T A L	150	100.00	17,215	100.00

FIELD 1680 CONTRACTING OUT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	94	62.67	9,242	53.69
PROHIBITED IF:				
1 RESULTS IN LAYOFF/TERMINATION OF PERMANENT EMPLOYEES	29	19.33	5,011	29.11
2 RESULTS IN REDUCED PAY/HOURS	1	0.67	42	0.24
3 PREVENTS CALLBACK OF EMPLOYEES ON LAYOFF	0	0.00	0	0.00
COMBINATION OF 1 & 2	2	1.33	253	1.47
1 & 3	1	0.67	56	0.33
2 & 3	0	0.00	0	0.00
1, 2 & 3	1	0.67	7	0.04
PERMITTED: WITH RESTRICTIONS	14	9.33	1,438	8.35
WITHOUT RESTRICTIONS	5	3.33	1,006	5.84
OTHER	3	2.00	160	0.93
T O T A L	150	100.00	17,215	100.00

FIELD 1700 **NO DISCRIMINATION CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	33	22.00	2,205	12.81
PROVISION	117	78.00	15,010	87.19
T O T A L	150	100.00	17,215	100.00

BY REASON OF:

FIELD 1730 **(GROUP A)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1730 AGE	53	35.33	6,664	38.71
1731 SEX/GENDER	72	48.00	9,155	53.18
1732 RACE/ETHNIC ORIGIN/ANCESTRY	71	47.33	8,997	52.26
1733 CREED	64	42.67	7,985	46.38
1734 COLOUR	75	50.00	9,200	53.44
1735 NATIONAL ORIGIN/PLACE OF ORIGIN	63	42.00	7,714	44.81
1736 RELIGIOUS AFFILIATION/BELIEFS	66	44.00	8,670	50.36
1737 MARITAL STATUS	46	30.67	5,276	30.65
1738 POLITICAL AFFILIATION/BELIEFS	50	33.33	7,208	41.87
1739 UNION MEMBERSHIP/NON-MEMBERSHIP	73	48.67	8,134	47.25
1740 UNION ACTIVITY/NON-ACTIVITY	74	49.33	9,698	56.33
1741 PLACE OF RESIDENCE	16	10.67	3,030	17.60

FIELD 1750 **(GROUP B)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1750 PHYSICAL HANDICAP/DISABILITY	16	10.67	1,723	10.01
1751 POLITICAL ACTIVITY	7	4.67	393	2.28
1752 SEXUAL ORIENTATION/PREFERENCE	11	7.33	1,217	7.07
1754 PARENTAL STATUS	0	0.00	0	0.00
1753 FAMILY RELATIONSHIP	6	4.00	501	2.91
1755 LAWFUL UNION ACTIVITY	8	5.33	2,274	13.21
1756 ANY REASON/'ANY OTHER REASON'	10	6.67	361	2.10
1757 STATES 'ACCORDING TO LEGISLATION'	2	1.33	391	2.27
1758 OTHER	11	7.33	428	2.49

SECTION 4
GRIEVANCE PROCEDURE

FIELD 2100 **ARBITRATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	3	2.00	80	0.46
SINGLE ARBITRATOR	31	20.67	4,156	24.14
ARBITRATION BOARD (TRIPARTITE)	78	52.00	5,509	32.00
CHOICE OF ALTERNATIVES	15	10.00	5,988	34.78
STATES 'ACCORDING TO LEGISLATION'	23	15.33	1,482	8.61
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 2120 **SPECIFIC ARBITRATORS OR CHAIRPERSON**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	122	81.33	12,507	72.65
NAMED IN AGREEMENT	20	13.33	3,590	20.85
LIST MENTIONED, NAME(S) NOT SPECIFIED	8	5.33	1,118	6.49
T O T A L	150	100.00	17,215	100.00

FIELD 2135 **NO-STRIKE/NO-LOCKOUT CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	74	49.33	10,043	58.34
APPLIES DURING TERM OF AGREEMENT (LEGISLATION)	69	46.00	6,944	40.34
ALSO APPLIES WHILE NEGOTIATING SUBSEQUENT AGREEMENT	7	4.67	228	1.32
T O T A L	150	100.00	17,215	100.00

FIELD 2140 DURATION OF ADVERSE REPORTS
ON EMPLOYEE RECORDS
(NO SUBSEQUENT REPORTS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	98	65.33	9,895	57.48
LESS THAN 12 MONTHS	3	2.00	22	0.13
12 MONTHS	15	10.00	1,072	6.23
13 TO 23 MONTHS	5	3.33	1,323	7.69
24 MONTHS	19	12.67	3,110	18.07
25 TO 35 MONTHS	0	0.00	0	0.00
36 MONTHS	7	4.67	1,072	6.23
MORE THAN 36 MONTHS	1	0.67	201	1.17
OTHER	2	1.33	520	3.02
T O T A L	150	100.00	17,215	100.00

S E C T I O N 5
HOURS OF WORK

AVERAGE/NORMAL WEEKLY HOURS:
FIELD 2540 (A) NON-OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	2	1.33
LESS THAN 36 HOURS	7	4.67
36:00-36:59	5	3.33
37:00-37:59	22	14.67
38:00-38:59	6	4.00
39:00-39:59	3	2.00
40 HOURS	89	59.33
MORE THAN 40 HOURS	2	1.33
NOT APPLICABLE	10	6.67
OTHER	4	2.67
T O T A L	150	100.00

FIELD 2600 (B) OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	1	0.67
LESS THAN 36 HOURS	9	6.00
36:00-36:59	9	6.00
37:00-37:59	15	10.00
38:00-38:59	2	1.33
39:00-39:59	1	0.67
40 HOURS	29	19.33
MORE THAN 40 HOURS	0	0.00
NOT APPLICABLE	84	56.00
OTHER	0	0.00
T O T A L	150	100.00

FIELD 2620 TYPES OF WORK SCHEDULES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
2620 MONDAY TO FRIDAY DAY WORK	67	44.67	8,449	49.08
2621 NIGHT WORK/SHIFTS	98	65.33	14,199	82.48
2622 SATURDAY WORK	69	46.00	12,792	74.31
2623 SUNDAY WORK	64	42.67	12,426	72.18
2624 AVERAGING SCHEDULE/ UNREGULATED HOURS	46	30.67	7,455	43.31
2625 SPLIT SHIFTS	11	7.33	1,082	6.29
2626 FLEX TIME	4	2.67	355	2.06
COMPRESSED:				
2627 5-4	6	4.00	1,719	9.99
2628 5-5-4	11	7.33	2,235	12.98
2629 10-HOUR SHIFTS	22	14.67	3,235	18.79
2630 12-HOUR SHIFTS	19	12.67	3,326	19.32
2631 OTHER BANKING SCHEDULE	24	16.00	5,518	32.05
DAYS OF REST:				
2632 ONE DAY IN SEVEN	3	2.00	655	3.80
2633 2 DAYS IN SEVEN	4	2.67	2,037	11.83
2634 CONSECUTIVE	47	31.33	8,075	46.91
2635 CONSECUTIVE, ONE IS SUNDAY	30	20.00	4,180	24.28

FIELD 2650 ADVANCE POSTING OF CONFIRMED WORK SCHEDULES:
A) FULL-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	104	69.33	7,261	42.18
LESS THAN ONE WEEK	9	6.00	2,584	15.01
1 WEEK	10	6.67	2,651	15.40
2 WEEKS	17	11.33	3,769	21.89
3 WEEKS	0	0.00	0	0.00
4 WEEKS	3	2.00	211	1.23
MORE THAN 4 WEEKS	1	0.67	346	2.01
OTHER	6	4.00	393	2.28
T O T A L	150	100.00	17,215	100.00

FIELD 2655 B) PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	94.67	14,847	86.24
LESS THAN ONE WEEK	6	4.00	1,985	11.53
1 WEEK	1	0.67	174	1.01
2 WEEKS	0	0.00	0	0.00
3 WEEKS	0	0.00	0	0.00
4 WEEKS	0	0.00	0	0.00
MORE THAN 4 WEEKS	0	0.00	0	0.00
OTHER	1	0.67	209	1.21
T O T A L	150	100.00	17,215	100.00

FIELD 2660 SHIFT-CHANGE NOTICE:
A) FULL-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	110	73.33	10,949	63.60
LESS THAN 48 HOURS	19	12.67	3,135	18.21
48 HOURS	12	8.00	2,380	13.83
MORE THAN 48 HOURS	8	5.33	695	4.04
OTHER	1	0.67	56	0.33
T O T A L	150	100.00	17,215	100.00

FIELD 2670 B) PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	145	96.67	16,050	93.23
LESS THAN 48 HOURS	5	3.33	1,165	6.77
48 HOURS	0	0.00	0	0.00
MORE THAN 48 HOURS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 2680 DAILY PAID REST PERIODS (COFFEE BREAKS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	47	31.33	4,523	26.27
TWO 10 MIN BREAKS	17	11.33	979	5.69
15 MIN BREAKS	74	49.33	10,383	60.31
20 MIN BREAKS	4	2.67	261	1.52
OTHER	4	2.67	555	3.22
NOT SPECIFIED	4	2.67	514	2.99
T O T A L	150	100.00	17,215	100.00

FIELD 2700 REST PERIOD(S) BEFORE/DURING OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	118	78.67	12,288	71.38
PROVISION	32	21.33	4,927	28.62
T O T A L	150	100.00	17,215	100.00

FIELD 2740 MINIMUM REPORTING PAY GUARANTEE:
A) FULL-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	84	56.00	8,895	51.67
LESS THAN 3 HOURS	0	0.00	0	0.00
3 HOURS (LEGISLATION)	19	12.67	3,730	21.67
4 HOURS (1/2 SHIFT)	24	16.00	1,946	11.30
5-7 HOURS	0	0.00	0	0.00
8 HOURS/FULL SHIFT	15	10.00	2,015	11.70
OTHER	8	5.33	629	3.65
T O T A L	150	100.00	17,215	100.00

FIELD 2760 B) PART-TIME EMPLOYEES (EXCL STUDENTS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	135	90.00	13,572	78.84
LESS THAN 3 HOURS	1	0.67	160	0.93
3 HOURS (LEGISLATION)	6	4.00	520	3.02
MORE THAN 3 HOURS	8	5.33	2,963	17.21
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

SECTION 6
OVERTIME PAY

FIELD 3000 A) RATE AFTER DAILY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	4	2.67	118	0.69
TIME AND ONE-HALF (LEGISLATION)	43	28.67	1,753	10.18
DOUBLE TIME	35	23.33	5,910	34.33
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	17	11.33	1,458	8.47
3 HOURS	22	14.67	4,226	24.55
4 HOURS	25	16.67	3,601	20.92
MORE THAN 4 HOURS	2	1.33	86	0.50
OTHER	2	1.33	63	0.37
T O T A L	150	100.00	17,215	100.00

FIELD 3010 B) ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	53	35.33	4,061	23.59
TIME AND ONE-HALF (LEGISLATION)	22	14.67	855	4.97
DOUBLE TIME	40	26.67	7,850	45.60
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	6	4.00	508	2.95
3 HOURS	12	8.00	3,224	18.73
4 HOURS	12	8.00	343	1.99
MORE THAN 4 HOURS	4	2.67	221	1.28
OTHER	1	0.67	153	0.89
T O T A L	150	100.00	17,215	100.00

FIELD 3020 C) ON SUNDAY OR SECOND DAY OF REST

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	51	34.00	4,019	23.35
TIME AND ONE-HALF (LEGISLATION)	8	5.33	365	2.12
DOUBLE TIME	78	52.00	11,447	66.49
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	4	2.67	480	2.79
3 HOURS	2	1.33	675	3.92
4 HOURS	6	4.00	221	1.28
MORE THAN 4 HOURS	0	0.00	0	0.00
OTHER	1	0.67	8	0.05
T O T A L	150	100.00	17,215	100.00

FIELD 3030 D) ON PAID HOLIDAYS (IN ADDITION TO HOLIDAY PAY)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	40	26.67	4,163	24.18
TIME AND ONE-HALF (LEGISLATION)	44	29.33	2,404	13.96
DOUBLE TIME	59	39.33	9,264	53.81
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	1	0.67	224	1.30
3 HOURS	4	2.67	1,121	6.51
4 HOURS	0	0.00	0	0.00
MORE THAN 4 HOURS	0	0.00	0	0.00
OTHER	2	1.33	39	0.23
T O T A L	150	100.00	17,215	100.00

FIELD 3040 E) FOR MIDNIGHT SHIFT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	145	96.67	15,740	91.43
TIME AND ONE-HALF (LEGISLATION)	0	0.00	0	0.00
DOUBLE TIME	5	3.33	1,475	8.57
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	0	0.00	0	0.00
3 HOURS	0	0.00	0	0.00
4 HOURS	0	0.00	0	0.00
MORE THAN 4 HOURS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 3050 F) ON EARNED DAY OFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	143	95.33	15,198	88.28
TIME AND ONE-HALF (LEGISLATION)	2	1.33	250	1.45
DOUBLE TIME	3	2.00	1,328	7.71
TIME AND ONE-HALF THEN DOUBLE				
AFTER: 2 HOURS	0	0.00	0	0.00
3 HOURS	1	0.67	351	2.04
4 HOURS	0	0.00	0	0.00
MORE THAN 4 HOURS	0	0.00	0	0.00
OTHER	1	0.67	88	0.51
T O T A L	150	100.00	17,215	100.00

FIELD 3070 NO SUSPENSION OF WORK DURING REGULAR HOURS TO AVOID PAYMENT OF OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	108	72.00	12,331	71.63
PROVISION	42	28.00	4,884	28.37
T O T A L	150	100.00	17,215	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	105	70.00	11,008	63.94
PROVISION	45	30.00	6,207	36.06
T O T A L	150	100.00	17,215	100.00

FIELD 3140 MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	102	68.00	11,960	69.47
LESS THAN $4	4	2.67	59	0.34
$4 TO $4.99	3	2.00	87	0.51
$5 TO $5.99	8	5.33	733	4.26
$6 TO $6.99	6	4.00	863	5.01
$7 TO $7.99	2	1.33	103	0.60
$8 TO $8.99	2	1.33	19	0.11
$9.00 OR MORE	2	1.33	101	0.59
MEAL PROVIDED, VALUE NOT SPECIFIED	18	12.00	3,158	18.34
OTHER	3	2.00	132	0.77
T O T A L	150	100.00	17,215	100.00

FIELD 3150 CALL-BACK PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	33	22.00	4,271	24.81
GREATER OF OVERTIME RATE OR:				
3 HOURS	1	0.67	59	0.34
4 HOURS	11	7.33	921	5.35
2 HOURS	1	0.67	13	0.08
3 HOURS	4	2.67	74	0.43
4 HOURS	7	4.67	422	2.45
2 HOURS AT OVERTIME RATES	29	19.33	5,340	31.02
3 HOURS AT OVERTIME RATES	34	22.67	2,916	16.94
4 HOURS AT OVERTIME RATES	17	11.33	2,505	14.55
OTHER	13	8.67	694	4.03
T O T A L	150	100.00	17,215	100.00

FIELD 3160 TRANSPORTATION/ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	130	86.67	12,135	70.49
FOR CALL-BACK/OVERTIME	15	10.00	4,717	27.40
FOR CERTAIN SHIFTS/HOURS	5	3.33	363	2.11
BOTH	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 3180 OVERTIME PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	129	86.00	11,741	68.20
FOR HOURS WORKED IN EXCESS OF: REGULAR DAILY/WEEKLY FULL-TIME HOURS	19	12.67	5,340	31.02
SCHEDULED/POSTED PART-TIME HOURS	1	0.67	91	0.53
OTHER	1	0.67	43	0.25
T O T A L	150	100.00	17,215	100.00

SECTION 7
PREMIUM PAY

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	37.33	2,882	16.74
CENTS PER HOUR:				
LESS THAN 30	6	4.00	479	2.78
30-39	9	6.00	677	3.93
40-49	15	10.00	1,521	8.84
50-59	19	12.67	2,227	12.94
60-69	18	12.00	6,581	38.23
70-79	8	5.33	1,005	5.84
80-89	2	1.33	63	0.37
90-99	2	1.33	68	0.40
$1.00	1	0.67	402	2.34
MORE THAN $1.00	1	0.67	41	0.24
FLAT AMOUNT	1	0.67	22	0.13
OTHER	12	8.00	1,247	7.24
TOTAL	150	100.00	17,215	100.00

FIELD 3505 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	36.67	2,653	15.41
CENTS PER HOUR:				
LESS THAN 30	4	2.67	374	2.17
30-39	5	3.33	480	2.79
40-49	14	9.33	1,218	7.08
50-59	17	11.33	2,373	13.78
60-69	23	15.33	7,019	40.77
70-79	10	6.67	1,070	6.22
80-89	2	1.33	81	0.47
90-99	1	0.67	41	0.24
$1.00	1	0.67	402	2.34
MORE THAN $1.00	3	2.00	106	0.62
FLAT AMOUNT	3	2.00	151	0.88
OTHER	12	8.00	1,247	7.24
TOTAL	150	100.00	17,215	100.00

FIELD 3510 SUNDAY WORK PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	122	81.33	11,456	66.55
CENTS PER HOUR:				
LESS THAN 30	1	0.67	429	2.49
30-39	0	0.00	0	0.00
40-49	2	1.33	162	0.94
50-59	0	0.00	0	0.00
60-69	3	2.00	244	1.42
70-79	1	0.67	49	0.28
80-89	0	0.00	0	0.00
90-99	1	0.67	142	0.82
$1.00	6	4.00	2,206	12.81
MORE THAN $1.00	10	6.67	1,587	9.22
FLAT AMOUNT	1	0.67	22	0.13
OTHER	3	2.00	918	5.33
T O T A L	150	100.00	17,215	100.00

FIELD 3515 SATURDAY WORK PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	141	94.00	15,641	90.86
CENTS PER HOUR:				
LESS THAN 30	0	0.00	0	0.00
30-39	0	0.00	0	0.00
40-49	0	0.00	0	0.00
50-59	0	0.00	0	0.00
60-69	3	2.00	425	2.47
70-79	0	0.00	0	0.00
80-89	0	0.00	0	0.00
90-99	1	0.67	142	0.82
$1.00	0	0.00	0	0.00
MORE THAN $1.00	3	2.00	156	0.91
FLAT AMOUNT	1	0.67	174	1.01
OTHER	1	0.67	677	3.93
T O T A L	150	100.00	17,215	100.00

FIELD 3520 **SUNDAY SHOPPING PREMIUM**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	149	99.33	16,565	96.22
CENTS PER HOUR:				
LESS THAN 30	0	0.00	0	0.00
30-39	0	0.00	0	0.00
40-49	0	0.00	0	0.00
50-59	0	0.00	0	0.00
60-69	0	0.00	0	0.00
70-79	0	0.00	0	0.00
80-89	0	0.00	0	0.00
90-99	0	0.00	0	0.00
$1.00	1	0.67	650	3.78
MORE THAN $1.00	0	0.00	0	0.00
FLAT AMOUNT	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 3525 **NIGHT SHOPPING PREMIUM**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	145	96.67	15,789	91.72
CENTS PER HOUR:				
LESS THAN 30	0	0.00	0	0.00
30-39	3	2.00	366	2.13
40-49	0	0.00	0	0.00
50-59	0	0.00	0	0.00
60-69	2	1.33	1,060	6.16
70-79	0	0.00	0	0.00
80-89	0	0.00	0	0.00
90-99	0	0.00	0	0.00
$1.00	0	0.00	0	0.00
MORE THAN $1.00	0	0.00	0	0.00
FLAT AMOUNT	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 3560 HIGHER-SERVICE PAY-
MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	45	30.00	2,568	14.92
NO MINIMUM SPECIFIED	34	22.67	2,738	15.90
LESS THAN ONE DAY	13	8.67	1,918	11.14
ONE DAY/SHIFT	23	15.33	5,879	34.15
TWO DAYS	6	4.00	857	4.98
THREE DAYS	5	3.33	493	2.86
MORE THAN THREE DAYS	16	10.67	1,424	8.27
OTHER	8	5.33	1,338	7.77
T O T A L	150	100.00	17,215	100.00

FIELD 3701 MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY (LEAD/CHARGE HAND, ACTING FOREMAN/ SUPERVISOR,ETC)	38	25.33	7,008	40.71
3702 STAND-BY/ON-CALL	15	10.00	3,986	23.15
3703 HAZARDOUS WORK	13	8.67	3,414	19.83
3704 DIRTY WORK	3	2.00	271	1.57
3705 CONSECUTIVE WEEKEND	4	2.67	1,046	6.08
3706 SCHEDULED WORK ON A HOLIDAY	16	10.67	2,516	14.62
3707 LONG SERVICE	14	9.33	2,208	12.83
3708 SHIFT CHANGE WITHOUT ADEQUATE NOTICE	16	10.67	3,286	19.09
3709 INSTRUCTOR/TRAINER	5	3.33	885	5.14
3710 SPECIAL/ADDITIONAL QUALIFICATIONS (TRADE TICKETS, DEGREES, ETC.)	18	12.00	2,641	15.34
3711 OTHER PREMIUM(S)	20	13.33	2,475	14.38

SECTION 8
STATUTORY/PAID HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	3	2.00	270	1.57
9 DAYS (LEGISLATION)	6	4.00	193	1.12
9 1/2	0	0.00	0	0.00
10	44	29.33	4,934	28.66
10 1/2	1	0.67	11	0.06
11	72	48.00	10,404	60.44
11 1/2	0	0.00	0	0.00
12	14	9.33	871	5.06
12 1/2	0	0.00	0	0.00
13	2	1.33	108	0.63
13 1/2	3	2.00	305	1.77
14	4	2.67	76	0.44
14 1/2	1	0.67	43	0.25
15	0	0.00	0	0.00
MORE THAN 15 DAYS	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
4020 BOXING DAY	137	91.33	16,710	97.07
4021 EASTER MONDAY	39	26.00	6,529	37.93
4022 NEW YEAR'S EVE (1/2 DAY)	5	3.33	311	1.81
4023 NEW YEAR'S EVE (1 DAY)	0	0.00	0	0.00
4024 CHRISTMAS EVE (1/2 DAY)	8	5.33	570	3.31
4025 CHRISTMAS EVE (1 DAY)	4	2.67	202	1.17
FLOATING HOLIDAY: NEGOTIATED/EMPLOYER CHOICE-				
4026 1 DAY	12	8.00	1,099	6.38
4027 MORE THAN 1 DAY	1	0.67	16	0.09
PERSONAL/EMPLOYEE CHOICE-				
4028 1 DAY	14	9.33	697	4.05
4029 MORE THAN 1 DAY	4	2.67	275	1.60
4030 HERITAGE DAY	11	7.33	1,416	8.23
4031 MID-WINTER HOLIDAY (FEB.)	7	4.67	637	3.70
4032 YEAR-END HOLIDAYS	5	3.33	113	0.66
4033 CIVIC HOLIDAY	1	0.67	95	0.55
4034 OTHER	17	11.33	1,679	9.75

SECTION 9
PAID VACATION

SERVICE REQU'REMENT FOR:
FIELD 4520 (A) FOUR WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	2	1.33	24	0.14
1-4 YEARS	6	4.00	116	0.67
5 YEARS	10	6.67	2,208	12.83
6 YEARS	8	5.33	1,155	6.71
7 YEARS	8	5.33	284	1.65
8 YEARS	36	24.00	6,736	39.13
9 YEARS	21	14.00	2,259	13.12
10 YEARS (LEGISLATION)	45	30.00	4,033	23.43
MORE THAN 10 YEARS	0	0.00.	0	0.00
STATES 'ACCORDING TO LEGISLATION'	13	8.67	210	1.22
OTHER	1	0.67	190	1.10
T O T A L	150	100.00	17,215	100.00

FIELD 4540 (B) FIVE WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	23	15.33	704	4.09
LESS THAN 10 YEARS	6	4.00	117	0.68
10-14 YEARS	22	14.67	3,836	22.28
15 YEARS	15	10.00	1,217	7.07
16 YEARS	6	4.00	2,826	16.42
17 YEARS	11	7.33	1,844	10.71
18 YEARS	20	13.33	2,483	14.42
19 YEARS	4	2.67	751	4.36
20 YEARS	33	22.00	2,822	16.39
MORE THAN 20 YEARS	10	6.67	615	3.57
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 4560 (C) SIX WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	86	57.33	5,273	30.63
LESS THAN 20 YEARS	12	8.00	3,366	19.55
20-24 YEARS	8	5.33	1,226	7.12
25 YEARS	21	14.00	2,798	16.25
26 YEARS	0	0.00	0	0.00
27 YEARS	1	0.67	30	0.17
28 YEARS	1	0.67	21	0.12
29 YEARS	6	4.00	3,104	18.03
30 YEARS	13	8.67	1,331	7.73
MORE THAN 30 YEARS	2	1.33	66	0.38
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 4580 (D) SEVEN WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	137	91.33	13,851	80.46
LESS THAN 20 YEARS	0	0.00	0	0.00
20-24 YEARS	11	7.33	3,325	19.31
25 YEARS OR MORE	2	1.33	39	0.23
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 4600 (E) EIGHT WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	149	99.33	17,207	99.95
PROVISION	1	0.67	8	0.05
T O T A L	150	100.00	17,215	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	5	3.33	986	5.73
3 WEEKS	0	0.00	0	0.00
4 WEEKS	20	13.33	491	2.85
5 WEEKS	63	42.00	4,569	26.54
6 WEEKS	48	32.00	7,630	44.32
7 WEEKS	11	7.33	3,331	19.35
8 WEEKS	1	0.67	8	0.05
OTHER	2	1.33	200	1.16
TOTAL	150	100.00	17,215	100.00

FIELD 4760 SUPPLEMENTARY VACATION/BONUS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	121	80.67	11,904	69.15
SUPPLEMENTARY PAID VACATION (DAYS)	16	10.67	3,219	18.70
VACATION BONUS (MONEY)	10	6.67	1,736	10.08
BOTH	3	2.00	356	2.07
CHOICE	0	0.00	0	0.00
TOTAL	150	100.00	17,215	100.00

FIELD 4770 DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	95	63.33	6,388	37.11
PROVISION	55	36.67	10,827	62.89
TOTAL	150	100.00	17,215	100.00

FIELD 4780 VACATION CARRY OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	85	56.67	6,937	40.30
ALLOWED	49	32.67	6,918	40.19
NOT ALLOWED	16	10.67	3,360	19.52
TOTAL	150	100.00	17,215	100.00

SECTION 10
SEVERANCE PAY

FIELD 5120 **SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	70	46.67	6,249	36.30
AVAILABLE TO ALL EMPLOYEES	8	5.33	1,217	7.07
AVAILABLE TO FULL-TIME/PERMANENT EMPLOYEES ONLY	13	8.67	2,730	15.86
CANNOT DETERMINE	59	39.33	7,019	40.77
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 5131 **ELIGIBLE SEVERANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
TECHNOLOGICAL CHANGE:				
5131 BUSINESS/PLANT CLOSURE	18	12.00	2,875	16.70
5132 OTHER	30	20.00	4,439	25.79
5133 RETIREMENT (INCL ILL-HEALTH)	35	23.33	5,051	29.34
5134 PERMANENT LAYOFF	21	14.00	3,767	21.88
5135 JOB ABOLISHMENT	7	4.67	710	4.12
5136 TERMINATION OF EMPLOYMENT	26	17.33	3,142	18.25
5137 OTHER	4	2.67	618	3.59

FIELD 5140 **MINIMUM SERVICE REQUIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	73	48.67	6,555	38.08
LESS THAN 1 YEAR	0	0.00	0	0.00
1 YEAR	12	8.00	2,941	17.08
2-4 YEARS	4	2.67	126	0.73
5 YEARS	9	6.00	891	5.18
6-9 YEARS	0	0.00	0	0.00
10 YEARS	10	6.67	1,760	10.22
MORE THAN 10 YEARS	2	1.33	28	0.16
VARIES	6	4.00	835	4.85
NO MINIMUM SPECIFIED	33	22.00	4,061	23.59
OTHER	1	0.67	18	0.10
T O T A L	150	100.00	17,215	100.00

FIELD 5160 **CALCULATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	72	48.00	6,545	38.02
1) ONE WEEK'S PAY PER YEAR OF SERVICE	27	18.00	4,639	26.95
2) PER CENTY OF UNUSED SICK-LEAVE CREDITS	13	8.67	2,028	11.78
3) OTHER	29	19.33	2,588	15.03
1 & 2	6	4.00	795	4.62
1 & 3	1	0.67	188	1.09
2 & 3	1	0.67	30	0.17
1, 2 & 3	1	0.67	402	2.34
T O T A L	150	100.00	17,215	100.00

FIELD 5180 **MAXIMUM AVAILABLE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	73	48.67	6,586	38.26
LESS THAN 26 WEEKS	17	11.33	4,166	24.20
26 WEEKS	11	7.33	931	5.41
MORE THAN 26 WEEKS	2	1.33	150	0.87
PERCENT OF UNUSED SICK-LEAVE CREDIT	12	8.00	1,819	10.57
VARIES	1	0.67	56	0.33
COMBINATION	8	5.33	1,221	7.09
MAXIMUM NOT SPECIFIED	15	10.00	1,905	11.07
OTHER	11	7.33	381	2.21
T O T A L	150	100.00	17,215	100.00

SECTION 11
COST OF LIVING ADJUSTMENT

FIELD 5500 **ACTIVE COLA CLAUSE**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	144	96.00	16,754	97.32
WITH TRIGGERED FORMULA	3	2.00	145	0.84
WITHOUT TRIGGERED FORMULA	0	0.00	0	0.00
LUMP-SUM ONLY	1	0.67	10	0.06
OTHER	2	1.33	306	1.78
T O T A L	150	100.00	17,215	100.00

S E C T I O N 12
TECHNOLOGICAL CHANGE

FIELD 6000 MINIMUM NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	84	56.00	5,776	33.55
LESS THAN 90 DAYS	4	2.67	84	0.49
90 DAYS (LEGISLATION)	26	17.33	3,356	19.49
MORE THAN 90 DAYS	8	5.33	999	5.80
STATES 'ACCORDING TO LEGISLATION'	5	3.33	1,024	5.95
NOT SPECIFIED	22	14.67	5,826	33.84
OTHER	1	0.67	150	0.87
T O T A L	150	100.00	17,215	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	107	71.33	9,881	57.40
TRAINING/RETRAINING	33	22.00	5,906	34.31
RELOCATION ASSISTANCE/ALLOWANCE	3	2.00	121	0.70
BOTH	7	4.67	1,307	7.59
T O T A L	150	100.00	17,215	100.00

FIELD 6060 MAXIMUM DURATION OF WAGE-RATE PROTECTION ON SETBACK TO LOWER-RATED JOB

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	136	90.67	15,744	91.46
LESS THAN 6 MONTHS	0	0.00	0	0.00
6 MONTHS	3	2.00	634	3.68
MORE THAN 6 MONTHS	2	1.33	291	1.69
OTHER	9	6.00	546	3.17
T O T A L	150	100.00	17,215	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	119	79.33	11,706	68.00
CONSULTATION ONLY	22	14.67	3,397	19.73
COMMITTEE MENTIONED	9	6.00	2,112	12.27
T O T A L	150	100.00	17,215	100.00

SECTION 13
HEALTH AND WELFARE

FIELD 6500 TYPE OF SICK-LEAVE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	6	4.00	209	1.21
1. SICK-LEAVE CREDIT PLAN	45	30.00	4,349	25.26
2. SHORT-TERM/WEEKLY INDEMNITY	12	8.00	606	3.52
3. LONG-TERM DISABILITY	1	0.67	18	0.10
1 & 2	13	8.67	346	2.01
1 & 3	26	17.33	4,965	28.84
2 & 3	17	11.33	1,849	10.74
1, 2 & 3	25	16.67	3,702	21.50
CANNOT DETERMINE	2	1.33	74	0.43
OTHER	3	2.00	1,097	6.37
T O T A L	150	100.00	17,215	100.00

FIELD 6540 ANNUAL SICK-LEAVE CREDIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	39	26.00	3,656	21.24
WITHOUT SHORT-TERM INSURANCE PLAN:				
LESS THAN 15 DAYS	8	5.33	270	1.57
15 DAYS	32	21.33	5,914	34.35
16-23 DAYS	21	14.00	1,635	9.50
24 DAYS	9	6.00	1,249	7.26
MORE THAN 24 DAYS	1	0.67	9	0.05
WITH INSURANCE PLAN:				
LESS THAN 6 DAYS	5	3.33	324	1.88
6 DAYS	16	10.67	2,805	16.29
MORE THAN 6 DAYS	16	10.67	870	5.05
OTHER	3	2.00	483	2.81
T O T A L	150	100.00	17,215	100.00

FIELD 6550 **PROOF OF ILLNESS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	42	28.00	2,707	15.72
MAY BE REQUIRED AT ANY TIME	77	51.33	10,163	59.04
MAY BE REQUIRED AFTER SPECIFIED NUMBER OF DAYS	18	12.00	1,291	7.50
IS REQUIRED AT ALL TIMES	7	4.67	1,226	7.12
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	4	2.67	768	4.46
OTHER	2	1.33	1,060	6.16
T O T A L	150	100.00	17,215	100.00

FIELD 6560 **MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS (NO SHORT-TERM PLAN)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	74	49.33	7,025	40.81
LESS THAN 120 DAYS	19	12.67	1,187	6.90
120 DAYS	7	4.67	3,098	18.00
121 - 179 DAYS	7	4.67	821	4.77
180 - 199 DAYS	16	10.67	2,088	12.13
200 DAYS OR MORE	4	2.67	227	1.32
UNLIMITED ACCUMULATION	13	8.67	1,908	11.08
NOT SPECIFIED	4	2.67	279	1.62
OTHER	6	4.00	582	3.38
T O T A L	150	100.00	17,215	100.00

FIELD 6580 **CONVERSION OF UNUSED SICK-LEAVE CREDITS TO CASH OR DAYS OFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	116	77.33	13,375	77.69
ANNUAL	13	8.67	585	3.40
ON TERMINATION/RETIREMENT	20	13.33	3,206	18.62
OTHER	1	0.67	49	0.28
T O T A L	150	100.00	17,215	100.00

FIELD 6590 HEALTH & WELFARE PLAN FUNDING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	25	16.67	908	5.27
ONE FUND	7	4.67	189	1.10
SEPERATELY FUNDED PLANS	114	76.00	16,036	93.15
OTHER	4	2.67	82	0.48
T O T A L	150	100.00	17,215	100.00

FIELD 6600 EXTENDED/MAJOR MEDICAL PLAN-
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	123	82.00	15,167	88.10
LESS THAN 50%	0	0.00	0	0.00
50%	3	2.00	111	0.64
51-99%	1	0.67	11	0.06
100%	14	9.33	1,433	8.32
DETAILS NOT SPECIFIED	7	4.67	289	1.68
OTHER	2	1.33	204	1.19
T O T A L	150	100.00	17,215	100.00

FIELD 6640 LIFE INSURANCE PLAN-
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	-%	EMPLOYEES NO.	%
NO PROVISION	50	33.33	4,362	25.34
LESS THAN 50%	0	0.00	0	0.00
50%	27	18.00	2,995	17.40
51-99%	3	2.00	238	1.38
100%	36	24.00	4,573	26.56
DETAILS NOT SPECIFIED	34	22.67	5,047	29.32
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 6680 **ACCIDENTAL DEATH AND DISABILITY PLAN-EMPLOYER CONTRIBUTION TO PREMIUM**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	100	66.67	12,006	69.74
LESS THAN 50%	0	0.00	0	0.00
50%	11	7.33	852	4.95
51-99%	1	0.67	11	0.06
100%	17	11.33	1,414	8.21
DETAILS NOT SPECIFIED	19	12.67	2,729	15.85
OTHER	2	1.33	203	1.18
T O T A L	150	100.00	17,215	100.00

LONG-TERM DISABILITY/INCOME CONTINUANCE PLAN:

FIELD 6720 **(A) EMPLOYER CONTRIBUTION TO PREMIUM**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	75	50.00	5,853	34.00
LESS THAN 50%	0	0.00	0	0.00
50%	13	8.67	2,844	16.52
51-99%	2	1.33	29	0.17
100%	21	14.00	4,187	24.32
EMPLOYEE PAID	12	8.00	479	2.78
DETAILS NOT SPECIFIED	26	17.33	3,767	21.88
OTHER	1	0.67	56	0.33
T O T A L	150	100.00	17,215	100.00

FIELD 6740 **(B) WAITING PERIOD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	120	80.00	13,495	78.39
LESS THAN 17 WEEKS	5	3.33	338	1.96
17 WEEKS	10	6.67	1,552	9.02
18-25 WEEKS	0	0.00	0	0.00
26 WEEKS	10	6.67	922	5.36
27-51 WEEKS	2	1.33	777	4.51
52 WEEKS	3	2.00	131	0.76
MORE THAN 52 WEEKS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 6780 (C) PERCENT OF WAGE GUARANTEED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	118	78.67	12,530	72.79
LESS THAN 60%	2	1.33	189	1.10
60%	7	4.67	1,817	10.55
61-69%	4	2.67	859	4.99
70% OR MORE	12	8.00	1,534	8.91
OTHER	7	4.67	286	1.66
T O T A L	150	100.00	17,215	100.00

SICKNESS & ACCIDENT WEEKLY INDEMNITY PLAN:

FIELD 6800 (A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	83	55.33	10,712	62.22
LESS THAN 50%	0	0.00	0	0.00
50%	10	6.67	379	2.20
51-99%	4	2.67	46	0.27
100%	27	18.00	4,238	24.62
DETAILS NOT SPECIFIED	23	15.33	1,705	9.90
OTHER	3	2.00	135	0.78
T O T A L	150	100.00	17,215	100.00

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	104	69.33	11,989	69.64
LESS THAN 66 2/3%	5	3.33	1,058	6.15
66 2/3%	10	6.67	520	3.02
MORE THAN 66 2/3%	15	10.00	2,708	15.73
OTHER	16	10.67	940	5.46
T O T A L	150	100.00	17,215	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	114	76.00	13,860	80.51
LESS THAN 17 WEEKS	5	3.33	117	0.68
17 WEEKS	7	4.67	820	4.76
18-25 WEEKS	0	0.00	0	0.00
26 WEEKS	14	9.33	1,193	6.93
27-51 WEEKS	2	1.33	777	4.51
52 WEEKS	8	5.33	448	2.60
MORE THAN 52 WEEKS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 6850 RETIREMENT/PENSION PLAN:
A) TYPE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	30.00	2,127	12.36
COMPANY/EMPLOYER PLAN	22	14.67	2,911	16.91
UNION PLAN	8	5.33	1,776	10.32
JOINT PLAN	1	0.67	27	0.16
RRSP	5	3.33	229	1.33
OTHER	7	4.67	498	2.89
CANNOT DETERMINE	62	41.33	9,647	56.04
T O T A L	150	100.00	17,215	100.00

FIELD 6860 B) EMPLOYER CONTRIBUTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	100	66.67	10,843	62.99
LESS THAN 50%	1	0.67	90	0.52
50%	19	12.67	1,928	11.20
51-99%	0	0.00	0	0.00
100%	7	4.67	382	2.22
FLAT RATE	20	13.33	3,257	18.92
OTHER	3	2.00	715	4.15
T O T A L	150	100.00	17,215	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	135	90.00	15,417	89.56
PROVISION	15	10.00	1,798	10.44
T O T A L	150	100.00	17,215	100.00

FIELD 6910 MANDATORY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	111	74.00	10,516	61.09
EMPLOYMENT EXTENSIONS AVAILABLE	25	16.67	4,233	24.59
EXTENSIONS NOT MENTIONED	14	9.33	2,466	14.32
T O T A L	150	100.00	17,215	100.00

FIELD 6920 DENTAL PLAN- EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	68	45.33	4,433	25.75
LESS THAN 50%	1	0.67	18	0.10
50%	6	4.00	544	3.16
51-99%	1	0.67	11	0.06
100%	33	22.00	4,825	28.03
FLAT RATE	11	7.33	3,009	17.48
DETAILS NOT SPECIFIED	29	19.33	4,326	25.13
OTHER	1	0.67	49	0.28
T O T A L	150	100.00	17,215	100.00

FIELD 6960 VISION CARE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	125	83.33	13,841	80.40
STAND-ALONE PLAN	18	12.00	2,271	13.19
INCLUDED IN EXTENDED MEDICAL PLAN	7	4.67	1,103	6.41
T O T A L	150	100.00	17,215	100.00

HEALTH AND WELFARE PLAN ELIGIBILITY
FOR ALL/SOME PART-TIME/NON-PERMANENT
EMPLOYEES

FIELD 7000 (1) SICK-LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED/SPECIFIED	96	64.00	7,047	40.94
ELIGIBLE	45	30.00	9,510	55.24
FOR FULL-TIME/PERMANENT ONLY	9	6.00	658	3.82
T O T A L	150	100.00	17,215	100.00

FIELD 7001 (2) LIFE INSURANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED/SPECIFIED	123	82.00	13,585	78.91
ELIGIBLE	11	7.33	2,065	12.00
FOR FULL-TIME/PERMANENT ONLY	16	10.67	1,565	9.09
T O T A L	150	100.00	17,215	100.00

FIELD 7002 (3) LONG-TERM DISABILITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED/SPECIFIED	129	86.00	12,798	74.34
ELIGIBLE	6	4.00	1,015	5.90
FOR FULL-TIME/PERMANENT ONLY	15	10.00	3,402	19.76
T O T A L	150	100.00	17,215	100.00

FIELD 7003 (4) WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED/SPECIFIED	141	94.00	15,488	89.97
ELIGIBLE	3	2.00	1,339	7.78
FOR FULL-TIME/PERMANENT ONLY	6	4.00	388	2.25
T O T A L	150	100.00	17,215	100.00

FIELD 7004 (5) PENSION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED/SPECIFIED	122	81.33	12,591	73.14
ELIGIBLE	16	10.67	4,020	23.35
FOR FULL-TIME/PERMANENT ONLY	12	8.00	604	3.51
T O T A L	150	100.00	17,215	100.00

FIELD 7005 (6) DENTAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED/SPECIFIED	126	84.00	11,950	69.42
ELIGIBLE	14	9.33	4,047	23.51
FOR FULL-TIME/PERMANENT ONLY	10	6.67	1,218	7.08
T O T A L	150	100.00	17,215	100.00

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	24.67	2,267	13.17
COMMITTEE: MENTIONED	74	49.33	11,267	65.45
NOT MENTIONED	39	26.00	3,681	21.38
TOTAL	150	100.00	17,215	100.00

FIELD 7730 VIDEO-DISPLAY TERMINAL (VDT) CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	141	94.00	15,973	92.79
PROVISION	9	6.00	1,242	7.21
TOTAL	150	100.00	17,215	100.00

FIELD 7740 NO-SMOKING CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	98.00	17,133	99.52
SMOKING RESTRICTED	2	1.33	70	0.41
NO SMOKING ON PREMISES	1	0.67	12	0.07
TOTAL	150	100.00	17,215	100.00

FIELD 7840 EMPLOYER SUPPLEMENT TO WORKERS' COMPENSATION BENEFITS-MAXIMUM DURATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	87	58.00	8,034	46.67
LESS THAN 52 WEEKS	11	7.33	678	3.94
52 WEEKS (12 MONTHS)	28	18.67	5,857	34.02
MORE THAN 52 WEEKS	11	7.33	1,289	7.49
FOR DURATION OF DISABILITY/ COMPENSATION	11	7.33	1,244	7.23
CANNOT DETERMINE	1	0.67	28	0.16
OTHER	1	0.67	85	0.49
T O T A L	150	100.00	17,215	100.00

FIELD 7930 ANNUAL SAFETY FOOTWEAR ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	102	68.00	11,564	67.17
LESS THAN $50	6	4.00	430	2.50
$50-59	2	1.33	662	3.85
$60-69	1	0.67	8	0.05
$70-79	8	5.33	338	1.96
$80 OR MORE	15	10.00	1,811	10.52
OTHER	16	10.67	2,402	13.95
T O T A L	150	100.00	17,215	100.00

FIELD 7940 PRESCRIPTION SAFETY GLASSES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	136	90.67	15,058	87.47
GLASSES PROVIDED	5	3.33	991	5.76
REIMBURSEMENT POLICY	9	6.00	1,166	6.77
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

SECTION 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 STANDARD PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS IN IMMEDIATE FAMILY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	6.00	741	4.30
LESS THAN 3 DAYS	6	4.00	265	1.54
3 DAYS	77	51.33	8,866	51.50
4 DAYS	12	8.00	1,697	9.86
5 DAYS	24	16.00	3,609	20.96
MORE THAN 5 DAYS	3	2.00	539	3.13
INDEFINITE/NOT SPECIFIED	16	10.67	1,424	8.27
OTHER	3	2.00	74	0.43
T O T A L	150	100.00	17,215	100.00

FIELD 8010 DEFINITION OF IMMEDIATE FAMILY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	10	6.67	914	5.31
STANDARD (SPOUSE, SON/DAUGHTER, MOTHER/FATHER, SISTER/BROTHER, AND CORRESPONDING IN-LAWS; GRANDPARENT/CHILD)	31	20.67	4,734	27.50
LESS THAN STANDARD	74	49.33	5,703	33.13
EXCEEDS STANDARD	31	20.67	5,271	30.62
OTHER	4	2.67	593	3.44
T O T A L	150	100.00	17,215	100.00

FIELD 8015 PAID PALLBEARER/MOURNER'S LEAVE FOR OTHER RELATIVES/NON-RELATIVES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	54.67	6,382	37.07
1/2 DAY	19	12.67	4,249	24.68
1 DAY	34	22.67	3,839	22.30
MORE THAN 1 DAY	4	2.67	157	0.91
OTHER	11	7.33	2,588	15.03
T O T A L	150	100.00	17,215	100.00

FIELD 8025 COMPASSIONATE/PRESSING NECESSITY LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	100	66.67	10,179	59.13
PAID LEAVE (INCLUDES USE OF SICK-LEAVE CREDITS)	39	26.00	5,634	32.73
UNPAID LEAVE	6	4.00	866	5.03
CANNOT DETERMINE	5	3.33	536	3.11
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE ON GOOD REASON (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	38	25.33	4,101	23.82
PROVISION	112	74.67	13,114	76.18
T O T A L	150	100.00	17,215	100.00

FIELD 8190 PAID PARENTAL/MARRIAGE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8190 MATERNITY (INCL. PARTLY PAID)	5	3.33	331	1.92
8191 ADOPTION	6	4.00	389	2.26
8192 PATERNITY	11	7.33	2,337	13.58
8193 MARRIAGE	4	2.67	1,097	6.37

ADOPTION LEAVE (UNPAID):

FIELD 8195 **A) SERVICE REQUIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	93	62.00	8,319	48.32
LESS THAN 12 MONTHS	6	4.00	914	5.31
12 MONTHS (LEGISLATION)	12	8.00	2,178	12.65
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	2	1.33	95	0.55
NO MINIMUM SPECIFIED	19	12.67	4,246	24.66
STATES 'ACCORDING TO LEGISLATION'	18	12.00	1,463	8.50
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8200 **B) AMOUNT OF LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	105	70.00	9,051	52.58
LESS THAN 6 WEEKS	0	0.00	0	0.00
6 WEEKS (LEGISLATION)	8	5.33	1,472	8.55
7-12 WEEKS	0	0.00	0	0.00
13 WEEKS (3 MONTHS)	8	5.33	2,735	15.89
14-25 WEEKS	4	2.67	610	3.54
26 WEEKS (6 MONTHS)	15	10.00	2,875	16.70
MORE THAN 26 WEEKS	5	3.33	138	0.80
STATES 'ACCORDING TO LEGISLATION'	3	2.00	70	0.41
OTHER	2	1.33	264	1.53
T O T A L	150	100.00	17,215	100.00

PATERNITY LEAVE (UNPAID):

FIELD 8210 **A) SERVICE REQUIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	104	69.33	9,000	52.28
LESS THAN 12 MONTHS	6	4.00	651	3.78
12 MONTHS (LEGISLATION)	7	4.67	1,836	10.67
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	0	0.00	0	0.00
NO MINIMUM SPECIFIED	13	8.67	3,708	21.54
STATES 'ACCORDING TO LEGISLATION'	20	13.33	2,020	11.73
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8220 B) AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	117	78.00	9,974	57.94
LESS THAN 6 WEEKS	1	0.67	88	0.51
6 WEEKS (LEGISLATION)	15	10.00	4,899	28.46
7-12 WEEKS	0	0.00	0	0.00
13 WEEKS (3 MONTHS)	4	2.67	402	2.34
14-25 WEEKS	1	0.67	402	2.34
26 WEEKS (6 MONTHS)	3	2.00	770	4.47
MORE THAN 26 WEEKS	3	2.00	61	0.35
STATES 'ACCORDING TO LEGISLATION'	6	4.00	619	3.60
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

MATERNITY LEAVE (UNPAID):

FIELD 8240 (A) SERVICE REQUIRMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	56	37.33	2,854	16.58
LESS THAN 6 MONTHS	0	0.00	0	0.00
6 MONTHS	5	3.33	773	4.49
7-11 MONTHS	8	5.33	1,422	8.26
12 MONTHS (LEGISLATION)	28	18.67	3,981	23.13
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	5	3.33	409	2.38
STATES 'ACCORDING TO LEGISLATION'	20	13.33	1,551	9.01
NO MINIMUM SPECIFIED	28	.18.67	6,225	36.16
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8250 (B) PRIOR NOTICE TO EMPLOYER TO BEGIN LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	114	76.00	12,664	73.56
LESS THAN 4 WEEKS	1	0.67	153	0.89
4 WEEKS (LEGISLATION)	32	21.33	3,847	22.35
MORE THAN 4 WEEKS	1	0.67	321	1.86
STATES 'ACCORDING TO LEGISLATION'	2	1.33	230	1.34
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8260 (C) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	73	48.67	3,847	22.35
LESS THAN 18 WEEKS	1	0.67	13	0.08
18 WEEKS (LEGISLATION)	16	10.67	3,535	20.53
19-25 WEEKS	12	8.00	1,873	10.88
26 WEEKS (6 MONTHS)	38	25.33	7,669	44.55
27-51 WEEKS	1	0.67	10	0.06
52 WEEKS (12 MONTHS)	4	2.67	127	0.74
MORE THAN 52 WEEKS	1	0.67	10	0.06
STATES 'ACCORDING TO LEGISLATION'	4	2.67	131	0.76
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8340 (D) SENIORITY RETENTION DURING LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	89	59.33	5,493	31.91
RETAINED (LEGISLATION)	25	16.67	4,550	26.43
ACCUMULATES	35	23.33	7,151	41.54
STATES 'ACCORDING TO LEGISLATION'	1	0.67	21	0.12
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8350 (E) REQUIRED NOTICE TO RESUME EMPLOYMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	98	65.33	8,632	50.14
LESS THAN 14 DAYS	0	0.00	0	0.00
14 DAYS (LEGISLATION)	45	30.00	7,706	44.76
MORE THAN 14 DAYS	4	2.67	644	3.74
STATES 'ACCORDING TO LEGISLATION'	1	0.67	21	0.12
OTHER	2	1.33	212	1.23
T O T A L	150	100.00	17,215	100.00

FIELD 8400 PAID WITNESS/JURY DUTY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	33	22.00	2,367	13.75
MENTIONED FOR FULL-TIME EMPLOYEES ONLY	111	74.00	13,495	78.39
MENTIONED FOR ALL/SOME PART-TIME EMPLOYEES	6	4.00	1,353	7.86
T O T A L	150	100.00	17,215	100.00

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	111	74.00	11,104	64.50
MAXIMUM HOURS ANNUALLY:				
LESS THAN 16 HOURS (2 DAYS)	3	2.00	113	0.66
16 HOURS	5	3.33	589	3.42
MORE THAN 16 HOURS	11	7.33	3,513	20.41
MAXIMUM NOT SPECIFIED	20	13.33	1,896	11.01
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 8550 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8550 EDUCATION LEAVE	40	26.67	7,738	44.95
8551 RUN FOR PUBLIC OFFICE	20	13.33	3,062	17.79
8552 HOLD PUBLIC OFFICE	45	30.00	7,652	44.45
8553 VOTING	12	8.00	3,222	18.72
8554 WRITE EXAMS	19	12.67	2,995	17.40
8555 COURT APPEARANCE/ INCARCERATION	4	2.67	75	0.44
8556 OTHER LEAVES NOT REPORTED ELSEWHERE	18	12.00	3,117	18.11

FIELD 8700 LEAVES DEDUCTED FROM SICK-LEAVE CREDITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8700 FAMILY ILLNESS	17	11.33	2,863	16.63
8701 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)	2	1.33	242	1.41
8702 FUNERAL/MOURNER'S LEAVE	2	1.33	237	1.38
8703 COMPASSIONATE LEAVE/ PRESSING NECESSITY	14	9.33	2,339	13.59
8704 PERSONAL HEALTH CARE LEAVE	25	16.67	2,682	15.58
8705 WEEKLY INDEMNITY SUPPLEMENT	9	6.00	2,082	12.09
8706 WORKERS' COMPENSATION SUPPLEMENT	4	2.67	483	2.81
8707 MATERNITY LEAVE SUPPLEMENT	3	2.00	247	1.43
8708 PAID ADOPTION/PATERNITY LEAVE	3	2.00	1,488	8.64
8709 OTHER	8	5.33	1,192	6.92

SECTION 16
MISCELLANEOUS PROVISIONS

FIELD 9220 PROTECTIVE CLOTHING/UNIFORMS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	74	49.33	5,229	30.37
SUPPLIED AT: NO COST TO EMPLOYEE	51	34.00	9,655	56.08
SOME COST TO EMPLOYEE	4	2.67	241	1.40
TOTAL COST TO EMPLOYEE	1	0.67	8	0.05
MONETARY ALLOWANCE	10	6.67	1,283	7.45
SUPPLIED AND MONETARY ALLOWANCE	5	3.33	612	3.56
CANNOT DETERMINE	5	3.33	187	1.09
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	107	71.33	8,922	51.83
COST TO EMPLOYEE: NONE	28	18.67	6,549	38.04
SOME	3	2.00	145	0.84
TOTAL	4	2.67	112	0.65
FLAT ALLOWANCE	4	2.67	826	4.80
CANNOT DETERMINE	2	1.33	469	2.72
OTHER	2	1.33	192	1.12
T O T A L	150	100.00	17,215	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	124	82.67	13,143	76.35
MEALS AND LODGING	9	6.00	429	2.49
MEALS, LODGING AND INCIDENTAL EXPENSES	7	4.67	1,766	10.26
CANNOT DETERMINE	5	3.33	896	5.20
OTHER	5	3.33	981	5.70
T O T A L	150	100.00	17,215	100.00

TRAVEL ALLOWANCE- PRIVATE VEHICLE

FIELD 9350 A) TYPE OF ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	99	66.00	9,700	56.35
1. MILEAGE RATE	20	13.33	2,618	15.21
2. MINIMUM TRIP ALLOWANCE	4	2.67	589	3.42
3. FLAT MONTHLY ALLOWANCE	5	3.33	435	2.53
1 & 2	10	6.67	2,967	17.23
1 & 3	4	2.67	302	1.75
OTHER	8	5.33	604	3.51
T O T A L	150	100.00	17,215	100.00

FIELD 9360 B) NORMAL MILEAGE RATE

		AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION		111	74.00	11,036	64.11
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 20	LESS THAN 9.4	1	0.67	10	0.06
20-24	9.4-15.5	3	2.00	387	2.25
25-29	15.6-18.6	1	0.67	8	0.05
30-34	18.7-21.7	15	10.00	2,981	17.32
35-39	21.8-24.9	6	4.00	901	5.23
40 OR OVER	25 OR OVER	4	2.67	333	1.93
OTHER		9	6.00	1,559	9.06
T O T A L		150	100.00	17,215	100.00

FIELD 9370 C) MINIMUM TRIP ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	132	88.00	13,344	77.51
LESS THAN $2.50	4	2.67	442	2.57
$2.50	3	2.00	2,301	13.37
$2.51-$2.99	1	0.67	183	1.06
$3.00	3	2.00	168	0.98
MORE THAN $3.00	7	4.67	777	4.51
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	17,215	100.00

FIELD 9375 D) MONTHLY ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	137	91.33	16,163	93.89
LESS THAN $50	2	1.33	48	0.28
$50	1	0.67	24	0.14
$51-74	0	0.00	0	0.00
$75	1	0.67	14	0.08
$76-99	0	0.00	0	0.00
$100	0	0.00	0	0.00
MORE THAN $100	2	1.33	303	1.76
OTHER	7	4.67	663	3.85
T O T A L	150	100.00	17,215	100.00

FIELD 9380 TOOLS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	119	79.33	11,728	68.13
SUPPLIED	18	12.00	4,308	25.02
REPLACED/REPAIRED	6	4.00	725	4.21
ALLOWANCE	1	0.67	10	0.06
INSURANCE	1	0.67	34	0.20
COMBINATION	4	2.67	160	0.93
OTHER	1	0.67	250	1.45
T O T A L	150	100.00	17,215	100.00

FIELD 9410 EQUAL PAY, AFFIRMATIVE ACTION, HARASSMENT, JOB SHARING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9410 EQUAL PAY FOR EQUAL/SIMILAR WORK REGARDLESS OF- SEX	16	10.67	2,752	15.99
9411 -AGE OR SEX	5	3.33	878	5.10
9412 EQUAL PAY FOR WORK OF EQUAL VALUE/WORTH	2	1.33	98	0.57
9413 AFFIRMATIVE ACTION	9	6.00	1,809	10.51
9414 HARASSMENT CLAUSE (INCLUDES SEXUAL HARASSMENT)	10	6.67	2,039	11.84
9415 JOB SHARING	5	3.33	602	3.50

FIELD 9440 **LABOUR/MANAGEMENT COMMITTEE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	121	80.67	13,070	75.92
PROVISION	29	19.33	4,145	24.08
T O T A L	150	100.00	17,215	100.00

FIELD 9450 **CONTINUATION OF AGREEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	3	2.00	222	1.29
CONTINUES FROM 'YEAR TO YEAR' UNLESS EITHER PARTY SERVES NOTICE TO AMEND/TERMINATE	103	68.67	13,235	76.88
CONTINUES UNTIL NEW AGREEMENT IS REACHED	30	20.00	2,851	16.56
STATES 'ACCORDING TO LEGISLATION'	1	0.67	93	0.54
CANNOT DETERMINE	2	1.33	70	0.41
OTHER	11	7.33	744	4.32
T O T A L	150	100.00	17,215	100.00

FIELD 9460 **PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	33	22.00	2,022	11.75
PRORATION OF ALL BENEFITS	7	4.67	276	1.60
PRORATION OF SOME BENEFITS	30	20.00	4,472	25.98
VARIES BY TYPE OF EMPLOYEE	17	11.33	1,494	8.68
CANNOT DETERMINE	63	42.00	8,951	52.00
T O T A L	150	100.00	17,215	100.00

FIELD 9500 TYPES OF PART-TIME/NON-PERMANENT EMPLOYEES COVERED BY AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
9500 PART-TIME	77	51.33	9,645	56.03
9501 PERMANENT PART-TIME	16	10.67	1,446	8.40
9502 REGULAR PART-TIME	16	10.67	3,846	22.34
9503 LESS/OTHER THAN FULL-TIME	15	10.00	2,402	13.95
9504 CASUAL/OCCASIONAL	42	28.00	5,754	33.42
9505 TEMPORARY	50	33.33	5,860	34.04
9506 SEASONAL	13	8.67	1,446	8.40
9507 STUDENTS	30	20.00	4,980	28.93
9508 NON-PERMANENT	2	1.33	129	0.75
9509 OTHER	28	18.67	4,485	26.05

FIELD 9600 SPECIAL/LOWER WAGE RATES FOR NEW OR PART-TIME EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	113	75.33	14,387	83.57
NEW EMPLOYEES	6	4.00	445	2.58
SOME/ALL PART-TIME EMPLOYEES	29	19.33	2,054	11.93
BOTH	2	1.33	329	1.91
T O T A L	150	100.00	17,215	100.00

FIELD 9620 LUMP-SUM PAYMENTS(S)/SIGNING BONUS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	126	84.00	13,269	77.08
PROVISION	24	16.00	3,946	22.92
T O T A L	150	100.00	17,215	100.00

Appendices

Appendix A

Definitions by Provision Field Number

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. A residual rights clause provides that rights not specifically limited by the agreement are reserved to the employer provided they do not conflict with the provisions of the agreement.

0120 Type of shop: In a closed shop, the employer is obliged to hire and employ only union members. In a union shop, all bargaining-unit employees must become union members within a specified time period. In a modified union shop, all existing union members must continue to maintain membership and all new employees must become union members within a specified time period. Employees who were not union members when the first agreement came into force are not required to join the union; however, these employees must pay union dues if Rand-Formula checkoff exists in the shop.

0160 Hot cargoes: Material shipped from a plant involved in a labour dispute.

1070 Bumping rights: On layoff, senior employees may have the right to displace (bump) junior employees if they are able and qualified to do the work.

1520 - 1560 Layoff or termination notice: The minimum required notice or pay in lieu under *The Labour Standards Act* is one week after three months' continuous employment. The amount of notice or pay in lieu then varies according to length of service from two weeks after one year of service to eight weeks for 10 years or more.

1600 Alternate work: The employer agrees to provide suitable alternative work for older or disabled workers who are unable to perform their normal duties.

2140 Adverse reports: An agreement may provide for the removal of adverse reports from an employee's personal file after a specified time period provided there is no recurrence of the infraction.

2620-2635 Types of work schedules: Field 2620 is coded only if this is the only type of work schedule mentioned or implied in the agreement. Most agreements, however, mention more than one type. In these cases, every type is coded except 2620.

2624 Averaging schedule/unregulated: Employees, typically field employees who may work irregular hours, average their hours over a specified number of weeks and do not qualify for overtime payment until the specified average is exceeded, e.g., employees will work an average of 40 hours per week in a two-week period.

2625 Split shift: Involves a long break between shifts, e.g., work four hours in the morning and four hours in the evening.

2626 Flextime: Employees are allowed to 'flex' their starting and quitting times as long as they work the minimum required daily hours and are at work during core hours.

2627-2631 Compressed work-week: Employees may be permitted to work additional time each day according to a set schedule and the additional time is "banked" to allow for earned-time off on a specified day or during a specified time period. For example, employees may work additional time for nine days in order to earn the 10th day off, generally a Friday (5-4). Some employees work 10 hours for four consecutive days to get a three-day weekend every week. In most cases, the earned-time off is scheduled next to days of rest.

2740/2760 Reporting pay guarantee: Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guarantee period.

3070 No suspension of work during regular hours to avoid payment of overtime: The employer will not reschedule the hours of work or layoff an employee in order to avoid payment of overtime.

3080 Choice of time off or pay for overtime: Employees have a choice of taking time off at overtime rates or overtime pay. For example, if the rate is double time, employees get double time off or double pay, at their option.

3150 Call-back guarantee: Minimum pay guaranteed to workers who are called back or called out to work overtime outside of regular scheduled hours and after they have left the workplace.

3500-3525 Shift differential/weekend premiums: Additional compensation for working undesirable or inconvenient work schedules.

3560 Higher service pay: Additional compensation for temporarily doing the work of a higher paid position.

3705 Consecutive weekend premium: Premium pay for working more than a specified number of consecutive weekends (i.e., hospitals, nursing homes).

3709 Instructor/trainer premium: Premium paid to employees while they train/instruct other workers.

3710 Special qualifications premium: Premium paid to a worker with more than minimum qualifications, i.e., firemen's papers, journeyman certificate, degrees, etc.

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4520 Vacation: According to *The Labour Standards Act*, all employees with at least one year of service are entitled to three weeks' paid vacation or pay (3/52). After 10 years' service they are eligible for four weeks' paid vacation or pay (4/52).

4760 Supplementary vacation/bonus: Includes additional paid vacation days for certain specified reasons and vacation bonuses or vacation pay which exceeds the minimum two per cent per week. For example, employees may get supplementary vacation for off-season vacations, or for pre-retirement or long service.

4770 Deferred vacation: If employees qualify for sick leave, bereavement or any other approved leave of absence during their period of vacation, the displaced vacation days are rescheduled.

4780 Vacation carryover: Employees may be permitted to carry over all or part of their vacation entitlement to the next vacation year. In most cases, the portion of vacation carried over cannot interfere with the vacation schedule rights of other employees.

5500 COLA clause: Refers to payments to employees which are intended to reflect changes in the cost-of-living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

6000-6080 Technological change: As defined by *The Trade Union Act*, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees is affected and for collective bargaining to commence.

6060 Wage rate protection: The employer agrees to maintain the wage level of a worker, who is set back to a lower wage rate due to technological change, for a specified period of time, usually the implementation or training period. In most cases, the wage reduction is gradual.

6580 Conversion of unused sick-leave credits: Employees are sometimes fully or partly compensated for unused credits in the form of cash or days off. In some cases, this compensation is part of a severance-pay package.

6600 Extended medical benefits plans: These plans cover medical and hospital services not covered by the basic provincial medical/hospital plan.

6680 Accidental Death and Disability plan: Covers the employee for death or disability due to an accident. The death benefits are often identical to the life insurance plan benefits.

6720-6780 Long-term Disability/income continuance plan: Provides an income guarantee to employees who may be disabled permanently or for a long period of time. This plan often supplements a sick-leave credit plan and/or a sickness and accident weekly indemnity plan.

6800-6840 Sickness and Accident Weekly Indemnity plan: This insurance plan may supplement or replace a sick-leave credit plan and is often a "bridge" to a Long-term Disability plan.

6880 Early retirement: Some agreements provide for early retirement at the employee's option. Most clauses generally deal with the effect on pension benefits.

6910 Mandatory retirement: Agreements may mention a compulsory retirement age; however, most of these agreements allow employment extensions beyond retirement age on mutual agreement.

6960 Vision-care plan: A reimbursement plan for prescription lens (including contacts) and frames. May be part of an extended medical plan. See also 7940 (safety glasses).

7000-7005 Participation in health and welfare plans for part-time employees: Agreements are often unclear on this matter. Analysts therefore code eligibility only if specifically mentioned or clearly implied. Participation may be optional or vary by type of part-time employee.

7500 Occupational health and safety committee: *The Occupational Health and Safety Act* provides for mandatory joint committees in establishments with 10 or more employees.

7730 Video-display terminal (VDT) clause: A provision that protects the health and safety of employees who work on VDTs.

7840 Workers' Compensation supplements: Employer supplements to Workers' Compensation benefits, usually to full pay, for employees injured on the job.

7940 Prescription safety glasses: Workers are reimbursed for prescription safety glasses if safety glasses are required on the job. Differs from a vision-care plan which assists workers and their dependants with the cost of prescription glasses/lens for everyday use.

8000-8010 Paid bereavement leave: *The Labour Standards Act* provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service.

8025 Compassionate leave: Leave for personal or family emergencies, other than bereavement.

8190 Paid parental/marriage leave: Paid leave for adoption, paternity and marriage leave (usually three days). Paid maternity leave includes supplements to Unemployment Insurance benefits.

8400 Paid witness/jury duty leave: Employees are normally paid their regular salary while away on this leave and turn over any compensation received to the employer, excluding reimbursement for expenses incurred.

8420 Personal health-care leave: Leave for doctor/dentist appointments, etc.

9220, 9240 Clothing/uniforms/cleaning: According to *The Labour Standards Act*, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.

9300 Subsistence allowance: Reimbursement to employees for expenses incurred while travelling on employer business.

9350-9375 Travel allowance: Employees are paid an allowance for using their private vehicles on employer business.

9410-9412 Equal pay: Ensures pay equity regardless of sex, age or other factors. Equal pay for equal work regardless of sex is provided for in *The Labour Standards Act*.

9413 Affirmative action: Programs to increase the representation and advancement opportunities of women, native persons and handicapped persons in the workplace.

9414 Harassment clause: A clause that typically defines harassment (including sexual harassment) and states the steps that will be used to deal with reported cases.

9415 Job sharing: The sharing of a full-time job, usually by two employees.

9440 Labour/management committee: A committee that deals with general matters of mutual concern. The committee does not get involved in the grievance procedure or negotiations for agreements.

9450 Continuation of agreement: The 'term of agreement' clause in an agreement may specifically include provision for the agreement's continuation after expiry and during any period of negotiation until a new agreement is reached.

9460 Proration of benefits for part-time employees: Rarely clear in current agreements. "All benefits" coded only if clearly stated or implied.

9600 Special wage rates: A wage rate for new or part-time employees which is not related to any specific occupational classification.

9620 Lump-sum/signing bonus: A lump-sum payment in lieu of a wage rate increase, usually for the first year of an agreement.

Appendix B

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Appendix C

List of Agreements Included in the Study by Industry and Union

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Mining			
Potash Corporation of Saskatchewan/Lanigan	ECWU	250	93/01/31
Millar Western Industries/Landis	ECWU	18	91/04/30
International Minerals and Chemical Corporation/Esterhazy	ECWU	760	92/01/31
Saskatchewan Minerals (Kam-Kotia)/Chaplin	ECWU	56	92/04/30
Prairie Coal/Coronach	IBEW	142	91/11/30
Premier Saskatchewan/Carrot River	IWA	55	93/05/31
Estevan Coal Corporation/Estevan	UMW	150	91/06/30
Cominco/Vanscoy	USWA	267	91/04/30
Potash Corporation of Saskatchewan, Cory/Saskatoon	USWA	66	91/04/30
Potash Corporation of Saskatchewan/Allan	USWA	240	91/04/30
Potash Company of America/Saskatoon	USWA	188	91/04/30
Prairie Coal-Utility Mine/Estevan	USWA	53	91/08/31
Manufacturing			
Estevan Brick	ABGWI	32	91/05/31
Inland Cement Plant/Regina	BISBFH	55	91/08/31
G E Railcar Repair Corporation/Regina	BISBFH	67	92/07/31
Con-Force Structures/Regina	CJA	93	92/09/30
DRG Globe Envelopes/Regina	CPU	8	91/03/08
Canadian Newspapers Company (Moose Jaw Times Herald)	CWA	10	91/12/04
Prairie Malt/Biggar	ECWU	49	91/09/17
Moose Jaw Asphalt	ECWU	38	92/01/31
Canron West/Weyburn	ECWU	9	93/04/30
Saskatoon Chemicals/Saskatoon	ECWU	80	91/09/30
West Can Photo/Regina	Emps Assoc	49	91/03/15
Procor Limited/Regina	Emps Union	18	92/02/01
Allied Printing Trades/Regina	GCIU	87	91/02/14
M C Graphics/Regina	GCIU	41	91/05/15
Canada Concrete/Regina	IUOE	10	90/12/31
Norsask Forest Products/Meadow Lake, Green Lake	IWA	65	91/04/30
Shelter Industries/Estevan	IWA	94	91/12/31
Industrial Corrosion Control/Saskatoon	PAT	10	91/02/28
M C Graphics (Mail Room)/Saskatoon	PMU	27	91/07/31
Federated Co-operative Feed Plant/Melfort	RWDSU	10	91/10/31
Saskatoon Beverage Distributors	RWDSU	14	90/12/31
Fuhrmann Meats/Regina	RWDSU	31	90/12/31
Beverage Central (Coca-Cola)/Saskatoon	RWDSU	52	90/12/31
Canasphere Industries/Moose Jaw	SEIU	6	90/10/31
Palm Dairies/Regina	Teamsters	49	91/03/31

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Redi-Mix Concrete Plant/Regina	Teamsters	8	91/12/31
Canada Concrete/Saskatoon	Teamsters	10	90/12/31
Canada Packers/Saskatoon	UFCW	80	91/11/15
Burns Meats/Saskatoon	UFCW	7	91/12/31
Dairy Producers-Industrial Plant/Saskatoon	UFCW	59	91/03/31
Armtec/Saskatoon	USWA	5	91/12/31
Harmon International Industries/Saskatoon	USWA	35	90/07/15
Bird Machine Co/Saskatoon	USWA	35	92/09/30
Saxby Welding & Machine Shop/Regina	USWA	12	91/02/28
Construction			
ASL Paving/Saskatoon	Emps Assoc	213	91/05/31
Transportation/Storage			
Great Plains Transportation/Wakaw	CUPE	44	90/06/30
CGTX Inc/Moose Jaw	ECWU	21	92/07/08
Laidlaw Waste Systems/Province-wide	CBRT	15	91/12/31
Communication/Other Utilities			
Sask Power Corporation (Administration)/Province-wide	ECWU	2,571	92/01/31
Buffalo Pound Water Administration Board/Moose Jaw	ECWU	19	91/12/31
Wholesale Trade			
Russelsteel Inc/Saskatoon	BSOIW	11	92/08/31
Massey-Ferguson Industries/Regina	CAW	10	92/10/31
MacDonalds Consolidated/ Regina, Saskatoon, Prince Albert	RWDSU	240	91/07/06
Codville Co/Saskatoon, Regina	RWDSU	25	91/06/29
Federated Co-operative/Saskatoon, Melfort	UFCW	351	92/10/31
Western Grocers/North Battleford	UFCW	14	91/10/05
Wilkinson Co/Saskatoon	USWA	15	92/05/31
Retail Trade			
Canada Safeway/Regina	BCTW	17	91/06/29
Regina Motor Products	CBRT	34	90/12/31
Humboldt Co-op	RWDSU	23	90/12/31
Weyburn Co-op	RWDSU	153	91/08/31
Canada Safeway/Regina, Saskatoon (13 stores)	RWDSU	1,200	91/07/08
Prince Albert Co-op	RWDSU	286	91/11/30
Assiniboia Co-op	RWDSU	37	92/01/31
Kindersley Co-op	RWDSU	36	92/03/31
Federated Co-op/Regina	RWDSU	210	91/10/31
Melfort Co-op	RWDSU	43	92/01/31
Liquor Board of Saskatchewan/Province-wide	SGEU	402	92/03/28
OK Economy, Econo Pak, Pik N Pak/ Province-wide	UFCW	410	91/05/18
Canada Safeway/Moose Jaw	UFCW	180	93/07/31
Super Valu, Superstore (2)/Saskatoon	UFCW	650	91/05/18

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Finance/Insurance/Real Estate			
Yorkton Credit Union	RWDSU	49	91/12/31
Saskatoon Credit Union	UFCW	174	91/12/31
Business Service			
National Pagette/Saskatoon	CEWC	28	91/12/31
Honeywell Amplitrol/Regina	CWC	13	91/09/30
Accelerator Lab, University of Saskatchewan/ Saskatoon	ECWU	13	93/06/30
Government Service			
City of Moose Jaw	CBRT	30	92/12/31
City of Saskatoon-Police	CPA	341	91/12/31
City of Regina-Police	CPA	427	91/12/31
City of Prince Albert-Police	CPA	85	90/12/31
City of Prince Albert (Outside Workers)	CUPE	176	91/12/31
City of Saskatoon (Outside Workers)	CUPE	429	91/12/31
Town of Battleford	CUPE	15	91/12/31
City of Saskatoon (Water Plant)	CUPE	75	91/12/31
City of Melfort	CUPE	47	91/12/31
City of North Battleford	CUPE	122	92/03/31
City of Yorkton	CUPE	42	92/12/31
Town of Humboldt	CUPE	45	90/12/31
Town of Tisdale	CUPE	13	91/12/31
City of Prince Albert (Inside Workers)	CUPE	88	91/12/31
City of Saskatoon-Police	Exec Officers	14	91/12/31
City of Saskatoon	IAFF	260	90/12/31
City of Yorkton	IAFF	12	92/12/31
Saskatchewan Liquor Board (Liquor Licensing Commission)/Province-wide	SGEU	19	92/03/28
Education Service			
Regina Public School Division No. 4	ACTE	190	90/12/31
Regina Public Library	CUPE	209	90/12/31
Yorkton Region High School Board	CUPE	22	90/12/31
Regina Public School Division No. 4	CUPE	201	90/12/31
Wapiti Regional Library/Prince Albert	CUPE	88	91/03/31
St Pauls RC School Division No. 20/Saskatoon	CUPE	321	90/12/31
Saskatoon School Division No. 13	CUPE	223	90/12/31
North Battleford School Division No. 103	CUPE	42	90/12/31
Moose Jaw Separate School Division No. 22 (Clerical Support)	CUPE	31	90/12/31
Kindersley School Division No. 34	CUPE	36	91/12/31
Wakaw School Division No. 48	CUPE	9	91/12/31
Palliser Regional Library/Moose Jaw	CUPE	56	90/12/31
Prince Albert RC School Division No. 6 (Caretakers)	CUPE	16	90/12/31
Regina RC School Division No. 81	CUPE	91	89/12/31
Parkland School Division No. 63/Shellbrook	CUPE	19	90/12/31

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Melfort School Division No. 100	CUPE	19	90/12/31
Wilkie School Division No. 59	CUPE	44	91/12/31
Wadena School Division No. 46	CUPE	69	90/12/31
Saskatoon School Division No. 13 (Maintenance)	CUPE	224	90/12/31
Regina Public School Division No. 4	Emps Assoc	55	90/12/31
Estevan Composite School Board	SEIU	10	91/12/31
Estevan School Division No. 95	SEIU	10	91/12/31
Weyburn School Boards (3)	SEIU	21	91/12/31
Creighton School Division No. 111 (Caretakers)	USWA	5	92/01/31
Health/Social Service			
Cheshire Homes of Regina	CUPE	26	92/12/31
Wascana Daycare Co-op/Regina	CUPE	7	90/12/31
SE Saskatchewan Road Ambulance/Estevan	CUPE	11	92/03/31
University Co-op Daycare/Regina	CUPE	15	91/04/30
University Hospital/Saskatoon	CUPE	14	91/09/30
Saskatchewan Association of Special Care Homes (32)/Province-wide	CUPE	1,760	91/12/31
Rink Avenue Daycare/Regina	CUPE	12	91/08/31
Wellington Management/Regina	CUPE	10	91/01/31
Community Health Services/Regina	CUPE	41	91/12/31
St Louis Alcohol Rehabilitation Centre	SEIU	19	92/03/31
Parkridge Centre/Saskatoon	SEIU	322	91/12/31
Meadow Lake Management	SEIU	7	92/04/30
Palliser Regional Care Centre/Swift Current	SEIU	183	91/12/31
PA Group Homes Society/Prince Albert	SEIU	31	91/03/31
Elmwood Residences/Saskatoon	SEIU	31	91/12/31
Extendicare/Province-wide	SEIU	510	91/12/31
SHA-Various Home Care Districts	SGEU	160	92/03/31
Saskatoon Housing Coalition	SGEU	10	91/03/31
Mobile Crisis Service/Regina	SGEU	29	90/03/31
Crisis Intervention Service/Saskatoon	SGEU	23	92/03/31
Citizens All Association/Moose Jaw	SGEU	23	90/03/31
Idylwyld Childcare Co-op/Saskatoon	SGEU	9	90/09/30
Accommodation/Food/Beverage Service			
Bessborough Hotel/Saskatoon	CBRT	162	91/07/31
Sandman Inns/Regina	HERE	76	90/05/31
Other Service			
Nashua Photo Products/Saskatoon	RWDSU	49	91/04/30
Regina General Hospital Laundry Service	RWDSU	94	91/12/31
Canadian Linen Supply (Production)/Regina	SEIU	9	91/01/31
YWCA/Saskatoon	SEIU	16	92/12/31
SGEU/Regina	SGEU(CLC)	43	90/06/30
Regina Humane Society	Teamsters	17	92/12/31

*Includes part-time employees